

NC ITP Diversity, Equity, and Inclusion (DEI) Council Newsletter



The North Carolina Infant-Toddler Program (NC ITP) values inclusion recognizes and honors diversity in race, ethnicity, culture, class, age, abilities, gender, and sexual identity, political affiliation, and places where people live. We seek to reflect this diversity in all aspects of our work, including the composition of our leadership, staff, committees, workgroups, and volunteers.

Guiding Principles for Our Work: The North Carolina Department of Health and Human Services Best Practices For Organizing A Division - August 2020

Updates:

The NC ITP is a Part C Racial Equity Learning Community Meeting member, and all states are members to learn how to implement equity in Part C programs nationwide.

Our DEI GOALS:

1. Act as change agents for the NC ITP, challenging the status quo and championing diversity, equity, and inclusion.
2. Broadly build and share knowledge related to diversity, equity, and inclusion based on research, evidence-based approaches, lived experiences of stakeholders.
3. Communicate diversity, equity, and inclusion plans, efforts, successes, and impact consistency across stakeholders.
4. Identify diversity, equity, and inclusion strategies that could be embedded across the NC ITP program to include philosophy, procedures, policies, and practices.
5. Manage the NC ITP DEI Council to foster greater diverse representation in the membership and create a structure that consists of three distinct teams: the DEI Council, a State DEI Implementation Team, and Children's Developmental Services Agency (CDSA) Local Implementation Teams.
6. Align our practices with the DHHS Best Practices for Organizing a DEI Council Toolkit.
7. Work in partnership with BPR consultants to create actionable priorities designed to help fully integrate diversity, equity, and inclusion into the strategic decision-making of the NC ITP.

On June 1, 2020, Sharon emailed the staff and indicated that the North Carolina Infant-Toddler Program was making equity a priority and that steps would be taken to address systemic inequities. Since that time, the NCITP Diversity, Equity, and Inclusion Council was established, and members include Sharon Loza, Brian Deese, Portia Pope, Lisa Cloninger, Angie Phipps, and Regina McCauley. Additionally, a consulting firm, Bailey, Pullis, and Riggins LLC, was retained to work with the council to facilitate and support this vital work.



Meet our DEI Consultants:

Rhodus Riggins, Jr., M.Ed.

Rhodus Riggins, Jr. is Quality Enhancement Coordinator at the Education Quality Improvement and Professional Development Project (EQuIPD) at the University of North Carolina Greensboro.

He is an Adjunct Faculty member at Alamance Community College and UNC-Greensboro and the co-founder and co-owner of Bailey, Pullis, & Riggins LLC, a racial equity consulting organization. Rhodus is a grassroots advocate and early childhood champion from the Low Country region of South Carolina. He holds an M.Ed. in Educational Leadership, Public Policy, & Advocacy in Early Childhood.

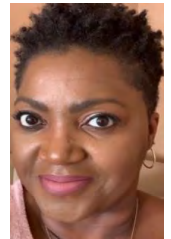


Dr. Harriette Bailey, PhD

Dr. Harriette Bailey is an Associate Professor, Birth-Kindergarten Program Coordinator, Principal Investigator, and Co-Principal Investigator at the University of North Carolina Greensboro.

Dr. Bailey has extensive experience in higher education, early intervention, early care and education, and child and family outcomes. She is passionate about preparing students to deliver effective and equitable services for diverse children and families.

She is Co-owner and Educational Consultant with Bailey, Pullis & Riggins LLC. In this role, she provides educational consultation tailored to the consumer's needs: Professional Development, Diversity, Equity and Inclusion planning and facilitation, Early Childhood Anti-Bias Implementation, Cultural Awareness, Competence, and Humility.

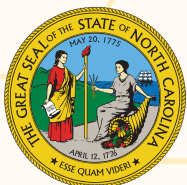


Lisa Campbell Pullis, M.Ed.

Lisa Campbell Pullis, M.Ed., is the Program Director at the Iredell County Partnership for Young Children in Statesville, NC. She has worked in the early childhood field for over 24 years and is also a co-owner and Educational Consultant with Bailey, Pullis & Riggins LLC.

Throughout her professional journey, Lisa remains focused on high-quality early care and education for children from diverse cultural, ethnic, and linguistic backgrounds, as well as different family structures. She deeply believes that all children should be exposed to equitable learning opportunities to thrive and reach their fullest potential in life. By remaining committed to her path, she has facilitated and composed training embracing cultural competence awareness, implicit bias, and racial equity in the early childhood workforce.

Lisa earned a Master's degree in Early Childhood Education with an emphasis in Leadership and Administration from the University of North Carolina at Greensboro. She holds an undergraduate degree in Psychology, with a concentration in Child Development, from Appalachian State University. Currently, she serves as the Vice President of Public Policy and Advocacy on the Board of Directors for the North Carolina Association for the Education of Young Children Board.



NC DEPARTMENT OF HEALTH AND HUMAN SERVICES

Division of Child and Family Well-Being
NC Infant-Toddler Program (NC ITP)